

DEPUTY DIRECTOR  
FOR  
SCIENCE AND TECHNOLOGY  
ANNUAL PERSONNEL PLAN

DDST APP

SUMMARY STATEMENT

DDS&T CAREER SERVICE APP ANALYSIS

The following paragraph is a capsule description of the major items discussed or reported upon in the attached APP analysis provided by the DDS&T Career Service.

Actual on-duty strength at the end of the FY was considerably below projections. The Career Service continued to have difficulty recruiting and hiring qualified officers to fill their highly technical positions, a situation exacerbated by a higher than projected attrition rate. Promotion targets were met or exceeded at all grade levels except promotions to GS-8 and 9 whose projections may have been too high. The professional conversion ratio was one internal conversion for every two brought in from outside the Agency. The upward mobility program in NPIC accounted for 16% of the conversions. The on-duty strength of professional



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